

1521 Alexander St. Apt 503
Honolulu HI 96822
October 16, 20002

Board of Trustees
The Hawaii Employer-Union Health Benefits Trust Fund

Dear Trustees:

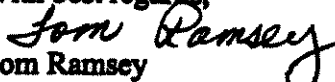
I urge you to include services for reciprocal beneficiary couples in the contracts for service that you negotiate. To do otherwise would be to discriminate against gay or lesbian employees, and other employees, on the basis of sexual orientation and marital status. The Hawaii Constitution forbids the former and Hawaii labor law forbids discrimination based upon marital status.

This current fiscal year, beginning July 1, 2002, my own union, the University of Hawaii Professional Assembly, has offered health insurance to reciprocal beneficiary couples through its union plan. As is typical of national and local experience, the number of couples who participate as reciprocal beneficiaries is small. We expect the total financial impact to be small.

When all the union health plans expire on June 30, 2003, to be succeeded by the Hawaii Employer-Union Health Benefits Trust Fund, it would be a great injustice to take health benefits away from bona-fide couples—especially benefits that are now available to them under the UHPA health plan.

To learn more about the UHPA health plan and its experience, please contact the Executive Director of the UHPA, Dr. J. N. Musto. He can be contacted at 593-2157.

With best regards,



Tom Ramsey

Treasurer, the UHPA

Member, Board of Directors, the UHPA

Professor, Mathematics, University of Hawaii at Manoa